

**Exhibit 8**  
**PAY PLANS**  
**PAY PLAN “E” – EXECUTIVE**

Effective January 1, 2003

Executive / Management Pay Grade		Minimum	Maximum
1	Human Resources Director	\$6,586	\$9,295
2	Planning Director	\$7,067	\$9,358
3	Parks Director	\$7,266	\$9,617
4	Assistant to the Mayor	\$7,029	\$9,591
5	Police Chief	\$7,498	\$10,095
5	Fire Chief	\$7,498	\$10,095
6	Public Works Director	\$7,316	\$10,296
6	Finance Director	\$7,316	\$10,296

**Exhibit 8****PAY PLANS****PAY PLAN “N” – NON-UNION AND EXECUTIVE EMPLOYEES**

Effective January 1, 2003

Title	Pay Grade	Minimum	Range Midpoint	Maximum
Accounting Manager	NA01	\$4,950	\$6,205	\$7,459
Administrative Assistant	NA10	\$2,342	\$2,914	\$3,486
Administrative Specialist	NA20	\$2,535	\$3,188	\$3,840
Administrative Supervisor	NA30	\$3,907	\$4,539	\$5,171
Applications Services Manager	NA40	\$5,443	\$6,917	\$8,390
Assistant Director Public Works	NA50	\$5,930	\$7,356	\$8,782
Assistant Fire Chief	NA60	\$6,994	\$7,683	\$8,371
Assistant Maintenance Manager	NA70	\$5,222	\$5,941	\$6,659
Assistant Police Chief	NA80	\$7,170	\$7,973	\$8,776
Benefits Administrator	NB01	\$3,068	\$3,892	\$4,715
Building Official	NB10	\$5,475	\$6,227	\$6,979
Business Operations Manager	NB20	\$4,493	\$5,219	\$5,945
City Clerk	NC01	\$5,406	\$6,239	\$7,071
Compensation Manager	NC10	\$4,483	\$5,643	\$6,803
Compensation and Benefits Analyst	NC20	\$3,657	\$4,607	\$5,557
Department Administrative Coordinator	ND01	\$3,016	\$3,686	\$4,356
Deputy Planning Director	ND10	\$6,119	\$7,001	\$7,883
Emergency Preparedness Manager	NE01	\$4,716	\$5,393	\$6,070
Employment and Training Manager	NE10	\$4,513	\$5,385	\$6,257
Engineer – Senior	NE20	\$4,999	\$6,022	\$7,044
Engineering Manager	NE30	\$5,143	\$6,400	\$7,657
Executive Assistant	NE40	\$3,209	\$3,950	\$4,691
Facilities Maintenance Supervisor	NF01	\$4,427	\$5,163	\$5,898
Financial Analyst – Associate	NF10	\$2,983	\$3,803	\$4,622
Financial Analyst	NF20	\$3,617	\$4,549	\$5,480
Financial Analyst – Senior	NF30	\$4,023	\$5,192	\$6,361
Financial Planning Manager	NF40	\$5,899	\$7,271	\$8,643
Fleet Manager	NF50	\$4,990	\$5,598	\$6,206
Human Resources Assistant	NH01	\$2,546	\$3,127	\$3,707
Human Resources Generalist	NH10	\$3,336	\$4,130	\$4,924

## Exhibit 8

## PAY PLANS

## PAY PLAN “N” – NON-UNION AND EXECUTIVE EMPLOYEES (continued)

Effective January 1, 2003

Title	Pay Grade	Minimum	Range Midpoint	Maximum
Human Services Manager	NH20	\$5,408	\$5,937	\$6,466
Inspection Supervisor	NI01	\$4,666	\$5,297	\$5,927
IS Manager	NI10	\$5,922	\$7,401	\$8,880
Maintenance Manager	NM01	\$5,861	\$6,644	\$7,426
Maintenance Operations Supervisor – Stormwater	NM10	\$4,621	\$5,262	\$5,903
Maintenance Operations Supervisor – Streets	NM20	\$4,652	\$5,309	\$5,966
Maintenance Operations Supervisor – Wastewater	NM30	\$4,621	\$5,262	\$5,903
Maintenance Operations Supervisor – Water Operations	NM40	\$4,621	\$5,262	\$5,903
Management Analyst – Associate	NM50	\$2,945	\$3,775	\$4,604
Management Analyst	NM60	\$3,385	\$4,340	\$5,294
Management Analyst – Senior	NM70	\$3,894	\$4,991	\$6,088
Network Communications Manager	NN01	\$5,239	\$6,608	\$7,977
Parks Maintenance Manager	NP01	\$5,687	\$6,612	\$7,536
Parks Operations Supervisor	NP10	\$4,429	\$5,067	\$5,704
Parks Planning Manager	NP20	\$5,560	\$6,115	\$6,669
Payroll Supervisor	NP30	\$3,886	\$4,795	\$5,704
Planning Manager – Development Review	NP40	\$5,540	\$6,453	\$7,365
Planning Manager – Marketing and Information	NP50	\$5,563	\$6,751	\$7,938
Planning Manager – Policy and Comp. Planning	NP60	\$5,819	\$6,784	\$7,748
Police Commander – Administration	NP65	\$7,073	\$7,430	\$7,787
Program Manager	NP70	\$4,684	\$5,330	\$5,975
Prosecuting Attorney	NP80	\$4,651	\$5,405	\$6,159
Purchasing/Accounts Payable Manager	NP90	\$4,832	\$6,032	\$7,232
Real Property Manager	NR01	\$4,560	\$5,170	\$5,779
Recreation Division Manager	NR10	\$5,520	\$6,399	\$7,278
Recreation Program Manager	NR20	\$4,651	\$5,254	\$5,857
Risk Manager	NR30	\$5,028	\$6,428	\$7,828
Special Projects Manager	NS01	\$5,143	\$6,400	\$7,657
Supervising Attorney	NS10	\$6,106	\$7,099	\$8,092
Support Services Manager	NS20	\$4,825	\$6,066	\$7,307
Utility Billing Manager	NU01	\$4,931	\$5,893	\$6,854

## Exhibit 8

## PAY PLANS

## PAY PLAN “G” – RCHEA

## For classifications covered by Redmond City Hall Employees Association

Effective January 1, 2003

Title	Pay Grade	Minimum	Range Midpoint	Maximum
Accountant – Associate	RA01	\$2,661	\$3,350	\$4,038
Accountant	RA10	\$2,954	\$3,772	\$4,590
Accountant – Senior	RA20	\$3,511	\$4,478	\$5,444
Administrative Assistant	RA30	\$2,342	\$2,914	\$3,486
Administrative Services Supervisor	RA40	\$3,912	\$4,545	\$5,177
Administrative Specialist	RA50	\$2,535	\$3,188	\$3,840
Audio/Visual Operations Manager	RA60	\$3,910	\$4,754	\$5,598
Audio/Visual Specialist	RA70	\$2,955	\$3,588	\$4,221
Building Inspector I	RB01	\$3,476	\$3,863	\$4,250
Building Inspector II	RB10	\$3,998	\$4,443	\$4,888
Building Inspector III	RB20	\$4,888	\$4,999	\$5,110
Building Inspector IV	RB30	\$4,598	\$5,110	\$5,621
Buyer – Associate	RB40	\$2,522	\$3,154	\$3,786
Buyer	RB50	\$2,983	\$3,761	\$4,539
Buyer – Senior	RB60	\$3,425	\$4,298	\$5,170
Cash Manager	RC01	\$3,846	\$4,972	\$6,097
Claims Administrator – Workers’ Compensation	RC10	\$3,300	\$3,953	\$4,605
Code Enforcement Officer	RC20	\$3,778	\$4,389	\$5,000
Construction Inspector – Entry	RC30	\$3,422	\$3,880	\$4,338
Construction Inspector	RC40	\$3,636	\$4,470	\$5,004
Construction Inspector – Lead	RC50	\$4,526	\$5,141	\$5,755
Database Analyst	RD01	\$4,097	\$4,750	\$5,402
Database/GIS Manager	RD10	\$4,889	\$6,225	\$7,560
Department Administrative Coordinator	RD20	\$3,016	\$3,686	\$4,356
Department Systems Support Coordinator	RD30	\$2,872	\$3,348	\$3,824
Deputy City Clerk	RD40	\$3,473	\$3,897	\$4,320
Engineer – Associate	RE01	\$3,924	\$4,458	\$4,991
Engineer	RE10	\$4,211	\$4,999	\$5,787
Engineer – Senior	RE20	\$4,999	\$6,022	\$7,044
Engineering Technician – Associate	RE30	\$3,133	\$3,526	\$3,918
Engineering Technician	RE40	\$3,482	\$3,909	\$4,335
Engineering Technician – Senior	RE50	\$4,008	\$4,536	\$5,064
Financial Analyst – Associate	RF01	\$2,983	\$3,803	\$4,622
Financial Analyst	RF10	\$3,617	\$4,549	\$5,480
Financial Analyst - Senior	RF20	\$4,023	\$5,192	\$6,361

## Exhibit 8

## PAY PLANS

## PAY PLAN “G” – RCHEA

For classifications covered by Redmond City Hall Employees Association (continued)

Effective January 1, 2003

Title	Pay Grade	Minimum	Range Midpoint	Maximum
Financial Technician	RF30	\$2,486	\$2,874	\$3,262
Financial Technician – Senior	RF40	\$2,802	\$3,247	\$3,691
Graphics Technician	RG01	\$2,693	\$3,302	\$3,910
Legal Assistant	RL01	\$2,801	\$3,445	\$4,088
Management Analyst – Associate	RM01	\$2,945	\$3,775	\$4,604
Management Analyst	RM10	\$3,385	\$4,340	\$5,294
Management Analyst – Senior	RM20	\$3,894	\$4,991	\$6,088
Network Analyst	RN01	\$4,136	\$5,165	\$6,194
Network Systems Engineer	RN10	\$4,378	\$5,473	\$6,567
Paralegal	RP01	\$3,089	\$3,818	\$4,546
Payroll Analyst	RP10	\$2,880	\$3,496	\$4,112
Permit Technician	RP15	\$3,180	\$3,549	\$3,917
Planner – Assistant	RP20	\$3,739	\$4,055	\$4,371
Planner – Associate	RP25	\$4,369	\$4,731	\$5,093
Planner – Senior	RP30	\$4,914	\$5,357	\$5,800
Planner – Principal	RP35	\$5,661	\$6,268	\$6,874
Plans Examiner – Entry	RP40	\$3,757	\$4,158	\$4,558
Plans Examiner	RP45	\$4,320	\$4,781	\$5,241
Plans Examiner – Senior	RP50	\$4,968	\$5,497	\$6,026
Preschool Teacher	RP55	\$2,344	\$2,721	\$3,098
Print Shop Specialist	RP60	\$2,482	\$2,979	\$3,476
Program Administrator	RP65	\$4,073	\$4,635	\$5,196
Program Coordinator	RP70	\$3,542	\$4,030	\$4,518
Programmer Analyst	RP75	\$3,540	\$4,447	\$5,354
Programmer Analyst – Senior	RP80	\$4,201	\$5,286	\$6,371
Recreation Program Administrator	RR01	\$4,044	\$4,570	\$5,095
Recreation Program Assistant	RR10	\$2,936	\$3,331	\$3,726
Recreation Program Coordinator	RR20	\$3,537	\$3,968	\$4,399
Reprographics Supervisor	RR30	\$3,678	\$4,384	\$5,090
Revenue & Consumer Affairs Technician	RR40	\$2,643	\$3,182	\$3,721
Safety Coordinator	RS01	\$3,594	\$4,397	\$5,200
Senior Systems Analyst	RS10	\$4,600	\$5,741	\$6,882
Systems Support Specialist	RS20	\$3,085	\$3,794	\$4,502
Telecommunications Coordinator	RT01	\$3,563	\$4,536	\$5,508
Van Driver	RV01	\$2,088	\$2,439	\$2,789
Webmaster	RW01	\$3,679	\$4,568	\$5,457

**Exhibit 8****PAY PLANS****PAY PLAN “D” – REDMOND FIREFIGHTERS UNION**

Note: Annual hours for 24-hour shift personnel = 2,528

Effective January 1, 2001

Title	Pay Grade	Salary Range				
		Step A 0-12m	Step B 13-24m	Step C 25-36m	Step D 37-42m	Step E 43m+
Firefighter	70	\$3,489	\$3,705	\$3,916	\$4,351	\$4,777
		Step A 0-6m	Step B 7-18m	Step C 19-30m	Step D 31m+	
Driver/Operator	71	\$4,690	\$4,799	\$4,910	\$5,015	
		Step A 0-12m	Step B 13-24m	Step C 25m+		
Lieutenant/Inspector	73	\$5,295	\$5,418	\$5,528		
		Step A 0-12m	Step B 13m+			
Captain/Fire Marshal	74	\$5,729	\$5,940			
		Step A 0-12m	Step B 13-24m	Step C 25m+		
Battalion Chief/Fire Marshal	76	\$6,145	\$6,453	\$6,775		

**Exhibit 8****PAY PLANS****PAY PLAN “C” – RPOA (REDMOND POLICE OFFICERS ASSOCIATION)**

Police Officer and Lieutenant

Effective January 1, 2001

Title	Pay Grade	Salary Range				
		Step A 0-12m	Step B 13-24m	Step C 25-36m	Step D 37-48m	Step E 49m+
Police Officer	1	\$4,042	\$4,201	\$4,362	\$4,525	\$4,684
		Step A 0-12m	Step B 13-24m	Step C 25m+		
Lieutenant	5	\$5,129	\$5,288	\$5,442		

**Exhibit 8****PAY PLANS****PAY PLAN “C-1” – POLICE SUPPORT BARGAINING UNIT**

Redmond Police Officers Associations

Effective July 1, 2001

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Police Records Specialist	\$2,680	\$2,759	\$2,842	\$2,931	\$3,017	\$3,106	\$3,200
Lead Police Records Specialist	\$2,950	\$3,040	\$3,127	\$3,223	\$3,319	\$3,418	\$3,520
Property / Evidence Technician	\$3,078	\$3,170	\$3,263	\$3,362	\$3,464	\$3,568	\$3,675
Relief Case Filing Secretary	\$2,807						
Records Supervisor	\$3,391	\$3,493	\$3,596	\$3,705	\$3,816	\$3,930	\$4,049
Police Support Officer	\$3,005	\$3,092	\$3,175	\$3,266	\$3,359	\$3,454	\$3,551
Communications Supervisor	\$4,026	\$4,148	\$4,271	\$4,398	\$4,532	\$4,692	
Communications Dispatcher	\$3,015	\$3,120	\$3,228	\$3,340	\$3,461	\$3,582	
Lead Communications Dispatcher	\$3,287	\$3,401	\$3,516	\$3,642	\$3,769	\$3,900	
	<u>Minimum</u>	<u>Maximum</u>					
Crime Analyst <sup>1</sup>	\$3,534	\$4,189					
Technical Systems Coordinator <sup>1</sup>	\$4,256	\$6,126					
Legal Advocate <sup>1</sup>	\$2,844	\$3,379					
Volunteer Program Coordinator <sup>2</sup>	\$3,355	\$4,280					

1. Exempt positions

2. Non-exempt position



**Exhibit 8****PAY PLANS****PAY PLAN “A” – AFSCME**

For classifications covered by the Washington State Council of County and City Employees  
Local 21-RD Bargaining Unit

Effective January 1, 2003

Title	Pay Grade	Range		
		Low	Mid	High
	0	\$1,814	\$1,996	\$2,177
	1	\$1,910	\$2,102	\$2,293
	2	\$2,010	\$2,211	\$2,412
	3	\$2,118	\$2,331	\$2,543
	4	\$2,241	\$2,465	\$2,689
	5	\$2,367	\$2,603	\$2,838
Maintenance Custodian	6	\$2,500	\$2,749	\$2,998
Central Stores Clerk	7	\$2,643	\$2,909	\$3,175
	8	\$2,791	\$3,071	\$3,350
	9	\$2,951	\$3,247	\$3,542
	10	\$3,121	\$3,434	\$3,746
Maintenance Technician	8 / 11	\$2,791	\$3,457	\$4,122
Equipment Maintenance Technician	12	\$3,490	\$3,925	\$4,360
Mechanic				
Water Quality Technician	13	\$3,689	\$4,150	\$4,610
Senior Mechanic				
Lead Maintenance Worker				
Traffic Signal Technician	14	\$3,901	\$4,389	\$4,876
Lead Traffic Signal Technician	15	\$4,136	\$4,652	\$5,167
Lead Water Quality Technician				